

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case <b>03-CA-310145</b>	Date Filed <b>1/11/2023</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Dairy Farmers of America		b. Tel. No. (802) 524-9366
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 140 Federal Street  VT St. Albans City 05478	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail  (b) (6), (b) (7)(C) @dfamilk.com
		h. Number of workers employed 60
		i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing
j. Identify principal product or service Milk Processing		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Curtis B Clough President  
Teamsters Local 597

4a. Address (Street and number, city, state, and ZIP code)  PO Box 277 VT South Barre 05670	4b. Tel. No. (802) 476-4159
	4c. Cell No.
	4d. Fax No. (802) 476-4150
	4e. e-mail Curtis@Teamsterslocal597.net

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**  
International Brotherhood of Teamsters**6. DECLARATION**I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Curtis B Clough  
President

(Print/type name and title or office, if any)

PO Box 277

Address South Barre VT 05670

Date 01/11/2023 03:53:53 PM

Tel. No.  
(802) 476-4159

Office, if any, Cell No.

Fax No.  
(802) 476-4150e-mail  
Curtis@Teamsterslocal597.net**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Non-Disclosure Agreement

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Unilateral Changes to Seniority Article	11/01/2022
implementation of a changed social media policy	12/01/2022
Implementation of NDA	12/01/2022
Unilateral Change to Grievance Procedure	01/06/2023